



City of West Allis

Meeting Minutes

11301 W. Lincoln Ave.
West Allis, WI 53227

Board of Police and Fire Commissioners

*Commissioner Joseph Kempen, President,
Commissioner Kevin Haass, Vice-President,
Commissioner Wayne Clark, Secretary
Commissioners Harold Mester, Donald Nehmer*

Thursday, May 17, 2012

6:00 PM

Police Court Center

REGULAR MEETING

A. CALL TO ORDER

Commissioner Kempen called the meeting to order at 6:05 pm

B. ROLL CALL

Present: Commissioners Joseph Kempen, Kevin Haass, Harold Mester and Don Nehmer

Excused: Commissioner Wayne Clark

Also Present: Chief Steve Hook, AC Steven Bane – Fire Department; Deputy Chief Charles Padgett, Detective Nick Stachula – Police Department; Paul Zeihler, CAO – City of West Allis; Dr. Craig Childs, Tyre & Childs Public Safety Consultation; Dr. Rick Bauman – Humber, Mundie & McClary

C. APPROVAL OF MINUTES

A motion was made by Commissioner Nehmer, seconded by Commissioner Mester and unanimously passed to approve the minutes of the April 19, 2012 Regular Meeting Minutes and the April 2, 2012 and May 2, 2012 Special Meeting Minutes

D. FIRE DEPARTMENT

1. Firefighting Activity Report

Chief Hook submitted the Firefighting Activity Report prepared by AC Streicher as well as the corresponding maps.

Chief Hook explained that the property value amounts noted on AC Streicher's report are gleaned from property insurance information to ensure that these numbers are as accurate as possible for reporting purposes.

The Commissioners had no additional questions or comments and the report was placed on file.

2. Fire Department Financial Report

Chief Hook submitted the Fire Department Financial Report.

Chief Hook stated that the department continues to operate within budgeted expectations. He noted that currently there are 7 open firefighting positions and that he expects 4 of these open positions to be filled in the near future.

The Commissioners had no additional questions or comments and the report was placed on file.

3. Training Activity Report

Chief Hook submitted the Training Activity Report prepared by AC Peter Rohde.

Chief Hook noted the following training activities for the month of April:

- The Awareness level HAZMAT training;
- 6-hour EMT-B mini-refresher conducted by MCEMS faculty

Chief Hook stated recently implemented distance learning activities has been successful in keeping firefighters in stations vs. traveling or completing off-duty. He stated thae result has been approximately \$14,000 in OT savings to date.

The Commissioners had no additional questions or comments and the report was placed on file.

4. Fire Prevention Activity Report

Chief Hook submitted the Fire Prevention Activity Report prepared by AC Martin King.

Chief Hook stated that currently, regular inspections are done twice a year and that AC King will present to the Commissioners at a future PFC meeting, an ordinance to change this requirement to a yearly inspection. Chief Hook stated this change will also affect the Master Plan performance snapshot page which will be updated to reflect this change.

The Commissioners had no additional questions or comments and the report was placed on file.

5. Emergency Medical Services Activity Report

Chief Hook submitted the Emergency Medical Services Activity Report prepared by AC Steve Bane

Chief Hook stated that 85.9% of the alarms responded to in the month of April were requests for Emergency Medical Services.

The Commissioners had no additional questions or comments and the report was placed on file.

6. Emergency Medical Services Revenue Report

Chief Hook submitted the Emergency Medical Services Revenue Report prepared by AC Steve Bane.

Chief Hook stated that EMS revenue continues to increase over budgeted expectations. Chief Hook noted that the department has received an EMS supplemental payment from Milwaukee County.

The Commissioners had no additional questions or comments and the report was placed on file.

7. Sick and Injured Report

Chief Hook submitted the Sick and Injured Report

Chief Hook stated that although these numbers are still a bit high, many of the long-term sick employees have returned and/or will return to work shortly, and it is anticipated that numbers will decrease in the next few months.

The Commissioners had no additional questions or comments and the report was placed on file.

8. Master Plan Performance Snapshot

Chief Hook submitted the Master Plan Performance Snapshot report

The Commissioners had no additional questions or comments and the report was placed on file.

9. Other related items:

Chief Hook stated that the Fire Administrative Staff has completed the second round of Firefighter candidate interviews and will be forwarding 12 candidates for the final interview process with the Commissioners.

The Commissioners had no additional questions or comments.

E. POLICE DEPARTMENT

10. 1st Shift Activity Report

Deputy Chief Padgett stated that the 1st Activity Report was not available in time for the May Police and Fire Commission meeting.

11. 2nd Shift Activity Report

Deputy Chief Padgett submitted the 2nd Shift Activity Report prepared by Captain Brian Mason and Lieutenant Jeff Nohelty

Deputy Chief Padgett recognized several officers for their outstanding police work during the month of April:

Officers Michael Kempinski, Joseph Lehman and West Milwaukee Police Officer Eric French for their apprehension of a suspected armed robber;
Officers Christopher Randlett and Lori Bell for their apprehension of two suspects for recent thefts from motor vehicles at the West Allis Athletic Club.

Deputy Chief Padgett also noted that Officer Andrew Matter is recovering from injuries he received after his police car was totaled by a drunk driver. Officer Matter's injuries included

numerous pieces of glass stuck near the edge of his eye and a 1 inch piece of glass lodged inside his ear canal. The driver was arrested and charged with an OWI.

The Commissioners had no additional questions or comments and the report was placed on file.

12. 3rd Shift Activity Report

Deputy Chief Padgett submitted the 3rd Shift Activity Report prepared by Captain Ron Versnik and Lieutenant Anthony Spath

Deputy Chief Padgett recognized the following new officers to 3rd shift patrol. He stated that these officers were hired in September of 2011 and just completed new officer training:

Patrol Officer Sharif Said
Patrol Officer Nicole Moews
Patrol Officer Shawn Lentz
Patrol Officer Bernie Molthen

The Commissioners had no additional questions or comments and the report was placed on file.

13. Crime Prevention Activity Report

Deputy Chief Padgett submitted the Crime Prevention Activity Report prepared by Lieutenant Chad Evenson as well as the April burglary update information sheet.

Deputy Chief Padgett stated that all school liaisons continue to have ongoing student issues but the lines of communication between the students, school officials and liaisons continues to be positive and open.

The Commissioners had no additional questions or comments and the report was placed on file.

14. Crime Analysis Activity Report

Deputy Chief Padgett submitted the Crime Analysis Activity Report prepared by Crime Analyst Chrisie Hunter as well as the corresponding police bulletins for various crimes and thefts in the City of West Allis

Deputy Chief Padgett noted that the information provided by Chrisie has been very helpful on a number of recent investigations and has been helpful in making critical links to related crimes between West Allis and surrounding areas.

The Commissioners had no additional questions or comments and the report was placed on file.

15. Sensitive Crimes Activity Report

Deputy Chief Padgett submitted the Sensitive Crimes Activity Report prepared by Lieutenant Ed Benish

Deputy Chief Padgett shared with the Commissioners an initiative in progress to develop and implement a dedicated Internet Crimes Against Children (ICAC) unit within the Sensitive Crimes Unit division. Deputy Chief Padgett stated that the Police department wants to be proactive in combating the sexual predators that search the web for vulnerable victims and a

dedicated unit such as the ICAC will be a positive step forward to fight this serious crime epidemic. Deputy Chief Padgett further stated that the ICAC unit would also incorporate Computer Crimes/Identity Theft.

The Commissioners had no additional questions or comments and the report was placed on file.

16. Criminal Investigations Unit Activity Report

Deputy Chief Padgett submitted the Criminal Investigations Unit Activity Report prepared by Captain Christopher Botsch

Deputy Chief Padgett was pleased to share with the Commissioners that 2 suspects had been arrested and charged in the armed robberies of 2 local taverns – Sir Gregory’s Pub and Lynch’s Tavern.

Deputy Chief congratulated the following officers on their recent promotion to Detective:

Jessica Wink
Heather Stuetgen
Christina Porter.

The Commissioners had no additional questions or comments and the report was placed on file.

17. Neighborhood Partnership Report

Deputy Chief Padgett submitted the Neighborhood Partnership Report prepared by Neighborhood Partnership Specialists Rick Balistreri and Mark Bykowski

Deputy Chief Padgett stated that the purpose of this initiative is to identify problem neighborhoods and then engage the neighborhood in solving their problems and taking ownership of their neighborhood. The 2012 Neighborhood Partnership Initiative (NPS) Goals are:

1. Reduce crime rate in neighborhoods
2. Improve interaction in neighborhoods between law enforcement and city services
3. Establish new Neighborhood Block Watch groups
4. Re-establish Neighborhood Watch groups
5. Restore the basic quality of life to neighborhoods impacted by crime
6. Increase awareness of WAPD Crime Prevention programs
7. Create an anonymous method for citizens to report neighborhood concerns
8. Develop survey tool to assess effectiveness of deployment.

The Commissioners had no additional questions or comments and the report was placed on file.

18. Traffic Bureau Activity Report

Deputy Chief Padgett submitted the Traffic Bureau report prepared by Lieutenant Brian Saftig

Deputy Chief Padgett noted that during the month of April, officers arrested 49 individuals for Operating While Under the Influence (OWI). Deputy Chief Padgett stated that three of the individuals were arrested for a 3rd OWI offense and one arrested for a 5th OWI offense.

The Commissioners had no additional questions or comments and the report was placed on file.

19. Tavern Violation Report

Deputy Chief Padgett submitted the Tavern Violation report for the month of April

The Commissioners had no additional questions or comments and the report was placed on file.

20. Training Report

Deputy Chief Padgett stated that the Training Report was not available in time for the May Police and Fire Commission meeting.

21. Overtime Report

Deputy Chief Padgett submitted the Overtime Report for the month of April

Deputy Chief Padgett noted an increase Accident Investigation due to the two recent fatal car accidents in early April and an increase in Training due to new Officer training requirements.

22. Sick and Injured Report

Deputy Chief Padgett submitted the Sick and Injured Report.

The Commissioners had no additional questions or comments and the report was placed on file.

23. Presentation: Dr. Rick Bauman, Humber, Mundie & McClary

Dr. Bauman made a presentation to the Commissioners regarding his work with the Police Department as it relates to post-employment skills, supervisory development and strong leadership from the command staff. Dr. Bauman stated that the development of a 7-step leadership program has been successful to help build upon what a person brings to their position. Dr. Bauman stated that the 7 steps include:

1. Leadership Assessment of each member, including a detailed interview and written testing and questionnaires
2. Written report to Department
3. Graph of personal characteristics
4. Feedback review of personal testing and results with each officer
5. Written feedback report to each officer, copy to Chief
6. Admonishment to each officer to a) review their feedback report with the Chief, and b) establish a follow-up process for development
7. Offer of support to each officer for questions raised in the future

Dr. Bauman stressed that the reports should be used on a continual basis to not only help evaluate a person once they start, but to keep them focused and on the path to being a future leader in the department.

The Commissioners had no additional questions or comments and thanked Dr. Bauman for taking the time to attend and present at the meeting.

24. Presentation: Dr. Craig Childs, Tyre and Childs Public Safety Consultation

Dr. Childs made a presentation to the Commissioners regarding his work with the police department as it relates to pre-employment testing. Dr. Childs stated the police department uses a 2-stage pre-employment testing module, which is the best method:

1. Applicants are evaluated at the pre-conditional offer stage to identify candidates with the best likelihood for success in the field;
2. Post-conditional evaluations are conducted after a conditional offer is given , to assess for medical risk factors which are not assessable until this point in the process according to ADA and EECO regulations

Dr. Childs stated that once these evaluations have been completed, a report is generated that at the minimum, contains a clear determination of the applicant's psychological suitability for employment based upon an analysis of all psychological assessment material, including background information, test data, and interview results.

Dr. Childs stated that their reports follow best practice and do not use the phrases "recommended to hire" and "not recommended for hire." Dr. Childs noted that it is not the responsibility of Tyre & Childs to make the hiring decisions for the department, as they are being asked to assess a candidates suitability and stability for the position, not whether a candidate should be hired or not. To that end, Dr. Childs stated that final reports indicate that a candidate "meets the minimum standards for psychological qualification" or "does not meet the minimum standards for psychological qualification."

The Commissioners had no additional questions or comments and thanked Dr. Childs for taking the time to attend and present at the meeting.

25. Communication: 18 Month Probationary Report – Kwasinski

Deputy Chief Padgett submitted the 18-month Training Evaluation report for Officer Randall Kwasinski. Deputy Chief Padgett stated that Officer Kwasinski has a Bachelor's degree from UW-Milwaukee and is a graduate of Wisconsin Wilmot High School. Deputy Chief Padgett stated that there have no glaring weaknesses cited during his 18-month evaluation period and would recommend that Officer Kwasinski be assigned permanent status with the West Allis Police Department.

26. Communication: 18 Month Probationary Report – Schneider

Deputy Chief Padgett submitted the 18-month Training Evaluation report for Officer Druscilla Schneider. Deputy Chief Padgett stated that Officer Schneider has a Bachelor's degree from UW-Platteville and is a graduate of Fenton High School in Bensenville, Illinois. Deputy Chief Padgett stated that there have no glaring weaknesses cited during her 18-month evaluation period and would recommend that Officer Schneider be assigned permanent status with the West Allis Police Department.

27. Communication: 18 Month Probationary Report – Binter

Deputy Chief Padgett submitted the 18-month Training Evaluation report for Officer Lucas Binter. Deputy Chief Padgett stated that Officer Binter has a Bachelor's degree from UW-Oshkosh and is a graduate of Wisconsin Lutheran High School. Deputy Chief Padgett stated that Officer Binter is progressing as expected and will be a good addition to the department. Deputy Chief Padgett recommended that Officer Binter be assigned permanent status with the West Allis Police Department.

A motion was made by Commissioner Hass and seconded by Commissioner Nehmer to approve the assignments of Officers Kwasinski, Schneider and Binter to permanent status with the West Allis Police Department.

The motion carried by the following votes:

Vote: Aye: 4, Commissioners Kempen, Haass, Mester and Nehmer
 No: 0

Commissioner Kempen asked Deputy Chief Padgett to congratulate the new Officers on behalf of the Commissioners.

28. Other related items

None

F. POLICE AND FIRE COMMISSION

G. CLOSED SESSION

No Closed Session Business Scheduled

H. ADJOURNMENT

There being no further business, on a motion made, seconded and unanimously passed, the meeting adjourned at 7:35 pm

Public Meetings

All meetings of the West Allis Board of Police and Fire Commissioners are public meetings. In order for the general public to make comments at the meetings, an individual should schedule an appearance with the President of the Board, or with the appropriate Chief, otherwise, the meeting is a working session for the Commission itself, and discussion by those in attendance is limited to Board members, the Mayor, alderpersons, staff and others that may be a party to the matter being discussed.

Nondiscrimination Statement

The City of West Allis does not discriminate against individuals on the basis of race, color, religion, age, marital or veterans' status, sex, national origin, disability or any other legally protected status in the admission or access to or treatment or employment in, its services, programs or activities.

American with Disabilities Act Notice

Upon reasonable notice the City will furnish appropriate auxiliary aids and services when necessary to afford individuals with disabilities an equal opportunity to participate in and to enjoy the benefits of a service, program or activity provided by the City.

Limited English Proficiency Statement

It is the policy of the City of West Allis to provide language access services to populations of persons with Limited English Proficiency (LEP) who are eligible to be served or likely to be directly affected by our programs. Such services will be focused on providing meaningful access to our programs, services and/or benefits.